
Virginia's Licensed Nurse Practitioner Workforce: 2018

Healthcare Workforce Data Center

November 2018

Virginia Department of Health Professions
Healthcare Workforce Data Center
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2,990 Licensed Nurse Practitioners voluntarily participated in this survey. Without their efforts the work of the center would not be possible. The Department of Health Professions, the Healthcare Workforce Data Center, and the Board of Nursing express our sincerest appreciation for your ongoing cooperation.

Thank You!

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Contents

Results in Brief.....	2
Summary of Trends	2
Survey Response Rates	3
The Workforce.....	4
Demographics.....	5
Background	6
Education	8
Specialties & Certifications	9
Current Employment Situation	10
Employment Quality.....	11
2018 Labor Market	12
Work Site Distribution	13
Establishment Type	14
Time Allocation	16
Retirement & Future Plans	17
Full-Time Equivalency Units	19
Maps	20
Virginia Performs Regions	20
Area Health Education Center Regions	21
Health Services Areas	23
Planning Districts.....	24
Appendices.....	25
Appendix A: Weights	25

The Licensed Nurse Practitioner Workforce: At a Glance:

The Workforce

Licensees:	10,772
Virginia's Workforce:	8,879
FTEs:	7,912

Background

Rural Childhood:	33%
HS Degree in VA:	45%
Prof. Degree in VA:	51%

Current Employment

Employed in Prof.:	96%
Hold 1 Full-time Job:	65%
Satisfied?:	95%

Survey Response Rate

All Licensees:	28%
Renewing Practitioners:	68%

Education

Master's Degree:	76%
Post-Masters Cert.:	8%

Job Turnover

Switched Jobs:	10%
Employed over 2 yrs:	55%

Demographics

Female:	90%
Diversity Index:	33%
Median Age:	46

Finances

Median Income:	\$100k-\$110k
Health Benefits:	66%
Under 40 w/ Ed debt:	66%

Time Allocation

Patient Care:	90%-99%
Patient Care Role:	88%
Admin. Role:	3%

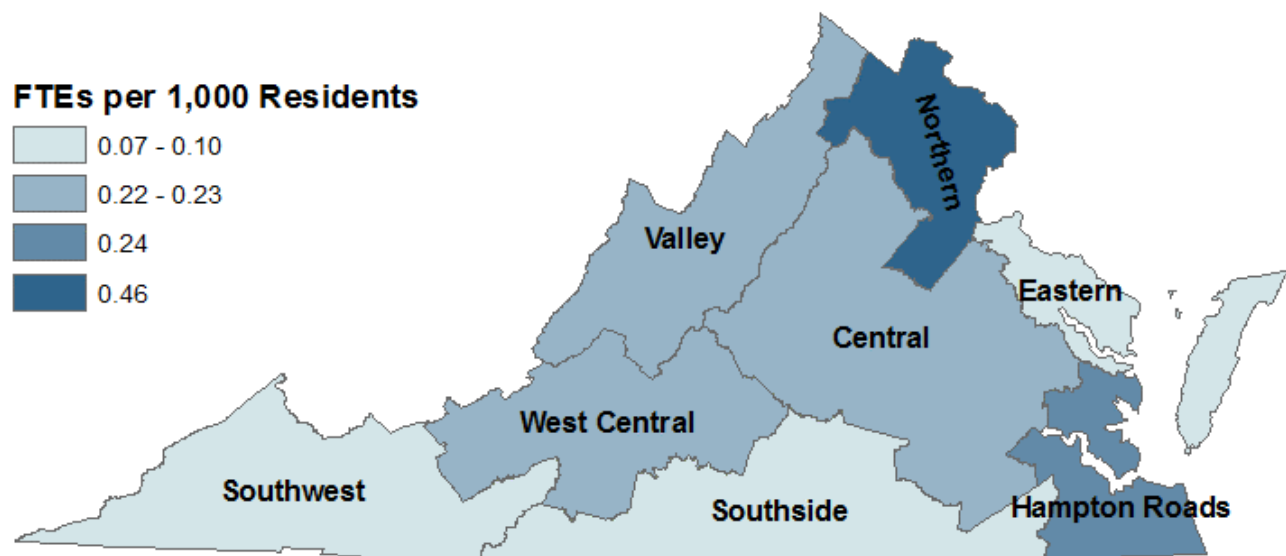
Source: Va. Healthcare Workforce Data Center

Full Time Equivalency Units per 1,000 Residents by Virginia Performs Regions

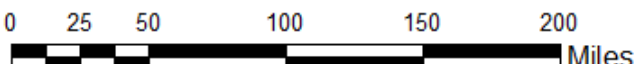
Source: Va Healthcare Workforce Data Center

FTEs per 1,000 Residents

0.07 - 0.10
0.22 - 0.23
0.24
0.46



Annual Estimates of the Resident Population: July 1, 2017
Source: U.S. Census Bureau, Population Division



Source: Va. Healthcare Workforce Data Center

Results in Brief

Nearly 3,000 Licensed Nurse Practitioners (NPs) voluntarily took part in the 2018 Licensed Nurse Practitioner Workforce Survey. The Virginia Department of Health Professions' Healthcare Workforce Data Center (HWDC) administers the survey during the license renewal process, which takes place during a two-year renewal cycle on the birth month of each respondent. Therefore, approximately half of all NPs have access to the survey in any given year. Thus, these survey respondents represent 28% of the 10,772 NPs who are licensed in the state but 68% of renewing practitioners.

The HWDC estimates that 8,879 NPs participated in Virginia's workforce during the survey period, which is defined as those who worked at least a portion of the year in the state or who live in the state and intend to return to work as an NP at some point in the future. Between October 2017 and September 2018, Virginia's NP workforce provided 7,912 "full-time equivalency units" (FTEs), which the HWDC defines simply as working 2,000 hours a year (or 40 hours per week for 50 weeks with 2 weeks of vacation).

Nine out of 10 NPs are female; while the median age of all NPs is 46. In a random encounter between two NPs, there is a 33% chance that they would be of different races or ethnicities, a measure known as the diversity index. This makes Virginia's NP workforce considerably less diverse than the state's overall population, where there is a 56% chance that two randomly chosen people would be of different races or ethnicities. Among NPs who are under the age of 40, however, the diversity index increases to 39%.

One-third of NPs grew up in a rural area, and 20% of these professionals currently work in non-Metro areas of the state. Overall, 10% of NPs work in rural areas. Meanwhile, 45% of Virginia's NPs graduated from high school in Virginia, and 51% of NPs earned their initial professional degree in the state. In total, 56% of Virginia's NP workforce has some educational background in the state.

About three quarters of all NPs hold a Master's degree as their highest professional degree, while another 8% have a post-Masters certificate. Nearly half of all NPs currently carry educational debt, including 66% of those under the age of 40. The median debt burden for those NPs with educational debt is between \$50,000 and \$60,000.

Summary of Trends

Several significant changes have occurred in the NP workforce in the past four years. The number of licensed NPs in the state has grown by 39%; the number in the state's workforce has grown by 41% and the FTEs provided has increased by 37%. The response rate, however, declined precipitously this year. Compared to 2014 when 79% of renewing NPs responded to the survey, only 68% did in 2018.

The percent female has stayed consistently around 90%. The diversity index which increased significantly from 2014 to 2017, stayed at the same level in 2018. Only the diversity index for NPs under 40 years of age increased to 39% from 38% in 2017 and 34%-35% in prior years. Median age is currently stable at 46 years from 48 years in 2014.

The percent of NPs working in Virginia has barely changed over the years. The percent of licensed NPs working in Virginia increased from 81% in 2014 to 82% in 2017 and remained at the 2017 level in 2018. The geographical distribution of NPs also has been stable within the state. Only a tenth of NPs reported working in rural areas in all the surveys.

Over the past four years, educational attainment has improved for NPs. In the 2018 survey, the percent of NPs with a doctorate NP increased from 4% in 2014 to 8% currently. The percent with a master's degree declined to 76% from 79% in the 2017 survey. Additionally, the percent with a post-master's certificate is also stable at 8% after declining from 10% in 2014. Not surprisingly, the median debt and the percent carrying debt has also increased. Of all NPs, 46% now carry debt compared to 40% in 2014; median debt is now \$50,000-\$60,000 from \$40,000-\$50,000. Retirement expectation, however, has remained relatively stable over the years with 36% to 37% expecting to retire by age 65.

A Closer Look:

Licensees		
License Status	#	%
Renewing Practitioners	4,180	39%
New Licensees	1,063	10%
Non-Renewals	554	5%
Renewal date not in survey period	4,975	46%
All Licensees	10,772	100%

Source: Va. Healthcare Workforce Data Center

Our surveys tend to achieve very high response rates. 68% of renewing NPs submitted a survey. These represent 28% of NPs who held a license at some point during the licensing period.

Response Rates			
Statistic	Non Respondents	Respondent	Response Rate
By Age			
Under 30	325	71	18%
30 to 34	1,087	463	30%
35 to 39	1,256	360	22%
40 to 44	987	444	31%
45 to 49	1,074	335	24%
50 to 54	726	413	36%
55 to 59	873	287	25%
60 and Over	1,454	617	30%
Total	7,782	2,990	28%
New Licenses			
Issued After Sept. 2017	954	109	10%
Metro Status			
Non-Metro	603	308	34%
Metro	5,088	2,386	32%
Not in Virginia	2,091	296	12%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Licensed NPs

Number:	10,772
New:	10%
Not Renewed:	5%

Response Rates

All Licensees:	28%
Renewing Practitioners:	68%

Source: Va. Healthcare Workforce Data Center

Response Rates	
Completed Surveys	2,990
Response Rate, all licensees	28%
Response Rate, Renewals	68%

Source: Va. Healthcare Workforce Data Center

Definitions

- 1. The Survey Period:** The survey was conducted between October 2017 and September 2018 on the birth month of each renewing practitioner.
- 2. Target Population:** All NPs who held a Virginia license at some point during the survey time period.
- 3. Survey Population:** The survey was available to NPs who renewed their licenses online. It was not available to those who did not renew, including NPs newly licensed during the survey time.

At a Glance:

Workforce

Virginia's NP Workforce: 8,879
FTEs: 7,912

Utilization Ratios

Licensees in VA Workforce: 82%
Licensees per FTE: 1.36
Workers per FTE: 1.12

Source: Va. Healthcare Workforce Data Center

Virginia's NP Workforce		
Status	#	%
Worked in Virginia in Past Year	8,690	98%
Looking for Work in Virginia	189	2%
Virginia's Workforce	8,879	100%
Total FTEs	7,912	
Licensees	10,772	

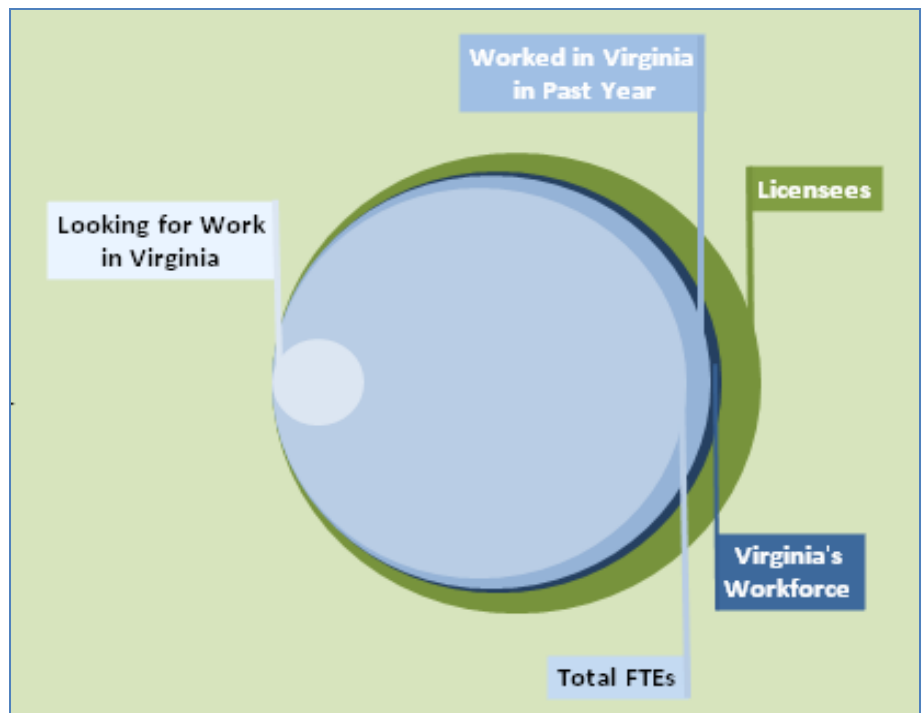
Source: Va. Healthcare Workforce Data Center

Definitions

- 1. Virginia's Workforce:** A licensee with a primary or secondary work site in Virginia at any time during the survey timeframe or who indicated intent to return to Virginia's workforce at any point in the future.
- 2. Full Time Equivalency Unit (FTE):** The HWDC uses 2,000 (40 hours for 50 weeks) as its baseline measure for FTEs.
- 3. Licensees in VA Workforce:** The proportion of licensees in Virginia's Workforce.
- 4. Licensees per FTE:** An indication of the number of licensees needed to create 1 FTE. Higher numbers indicate lower licensee participation.
- 5. Workers per FTE:** An indication of the number of workers in Virginia's workforce needed to create 1 FTE. Higher numbers indicate lower utilization of available workers.

This report uses weighting to estimate the figures in this report. Unless otherwise noted, figures refer to the Virginia Workforce only. For more information on HWDC's methodology visit:

www.dhp.virginia.gov/hwdc



Source: Va. Healthcare Workforce Data Center

A Closer Look:

Age & Gender						
Age	Male		Female		Total	
	#	% Male	#	% Female	#	% in Age Group
Under 30	34	10%	306	90%	340	4%
30 to 34	78	6%	1,196	94%	1,274	16%
35 to 39	124	10%	1,098	90%	1,223	15%
40 to 44	144	13%	959	87%	1,103	14%
45 to 49	129	13%	853	87%	983	12%
50 to 54	116	14%	717	86%	833	10%
55 to 59	72	9%	709	91%	781	10%
60 +	125	8%	1,355	92%	1,480	18%
Total	823	10%	7,193	90%	8,016	100%

Source: Va. Healthcare Workforce Data Center

Race & Ethnicity					
Race/ Ethnicity	Virginia*	NPs		NPs under 40	
	%	#	%	#	%
White	62%	6,481	81%	2,185	77%
Black	19%	742	9%	273	10%
Asian	6%	340	4%	146	5%
Other Race	<1%	102	1%	48	2%
Two or more races	3%	156	2%	71	3%
Hispanic	9%	188	2%	103	4%
Total	100%	8,010	100%	2,825	100%

* Population data in this chart is from the US Census, Annual Estimates of the Resident Population by Sex, Race, and Hispanic Origin for the United States, States, and Counties: July 1, 2017.

Source: Va. Healthcare Workforce Data Center

At a Glance:

Gender

% Female: 90%

% Under 40 Female: 92%

Age

Median Age: 46

% Under 40: 35%

% 55+: 28%

Diversity

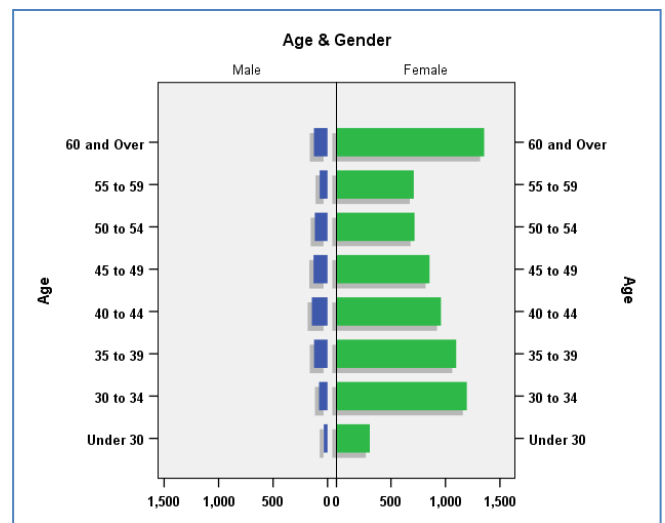
Diversity Index: 33%

Under 40 Div. Index: 39%

Source: Va. Healthcare Workforce Data Center

In a chance encounter between two NPs, there is a 33% chance they would be of a different race/ethnicity (a measure known as the Diversity Index), compared to a 56% chance for Virginia's population as a whole.

35% of NPs are under the age of 40. 92% of these professionals are female. In addition, the diversity index among NPs under the age of 40 is 39%, which is higher than the diversity index among Virginia's overall NP workforce.



Source: Va. Healthcare Workforce Data Center

At a Glance:

Childhood

Urban Childhood: 13%
Rural Childhood: 33%

Virginia Background

HS in Virginia: 45%
Prof. Ed. in VA: 51%
HS or Prof. Ed. in VA: 56%
Initial NP Degree in VA: 58%

Location Choice

% Rural to Non-Metro: 22%
% Urban/Suburban to Non-Metro: 5%

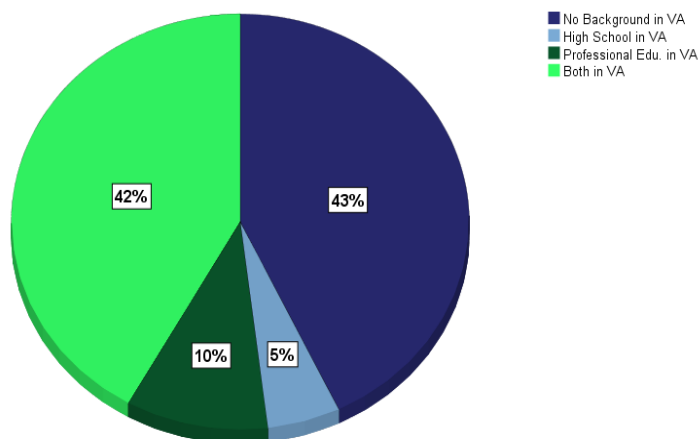
Source: Va. Healthcare Workforce Data Center

A Closer Look:

Primary Location: USDA Rural Urban Continuum		Rural Status of Childhood Location		
Code	Description	Rural	Suburban	Urban
Metro Counties				
1	Metro, 1 million+	23%	62%	15%
2	Metro, 250,000 to 1 million	53%	34%	13%
3	Metro, 250,000 or less	45%	46%	9%
Non-Metro Counties				
4	Urban pop 20,000+, Metro adjacent	67%	26%	7%
6	Urban pop, 2,500-19,999, Metro adjacent	65%	25%	10%
7	Urban pop, 2,500-19,999, non adjacent	80%	11%	9%
8	Rural, Metro adj	58%	27%	16%
9	Rural, non adjacent	57%	32%	12%
Overall		33%	53%	14%

Source: Va. Healthcare Workforce Data Center

Educational Background in Virginia



Source: Va. Healthcare Workforce Data Center

33% of all NPs grew up in self-described rural areas, and 20% of these professionals currently work in non-Metro counties. Overall, 10% of all NPs currently work in non-Metro counties.

Top Ten States for Licensed Nurse Practitioner Recruitment

Rank	All NPs					
	High School	#	Init. Prof Degree	#	Init. NP Degree	#
1	Virginia	3,714	Virginia	4,110	Virginia	4,470
2	New York	417	New York	416	Washington, D.C.	641
3	Pennsylvania	407	Pennsylvania	375	Tennessee	334
4	Outside of U.S./Canada	365	North Carolina	235	Pennsylvania	282
5	Maryland	250	Tennessee	221	North Carolina	208
6	Ohio	212	Maryland	214	New York	205
7	North Carolina	201	Florida	213	Maryland	155
8	Florida	193	West Virginia	196	Florida	149
9	West Virginia	193	Washington, D.C.	195	Minnesota	136
10	New Jersey	150	Outside of U.S./Canada	135	Alabama	117

Source: Va. Healthcare Workforce Data Center

Rank	Licensed in the Past 5 Years					
	High School	#	Init. Prof Degree	#	Init. NP Degree	#
1	Virginia	1,617	Virginia	1,854	Virginia	1,750
2	Outside of U.S./Canada	189	Pennsylvania	162	Washington, D.C.	342
3	Pennsylvania	176	New York	129	Tennessee	196
4	New York	129	Tennessee	126	Pennsylvania	118
5	North Carolina	121	West Virginia	109	Minnesota	106
6	West Virginia	103	North Carolina	107	Alabama	90
7	Florida	98	Florida	102	North Carolina	89
8	Maryland	93	Maryland	71	Florida	76
9	Ohio	74	Outside of U.S./Canada	70	Maryland	70
10	Michigan	73	Washington, D.C.	69	West Virginia	60

Source: Va. Healthcare Workforce Data Center

18% of Virginia's licensees did not participate in Virginia's NP workforce during the past year. 92% of these licensees worked at some point in the past year, including 88% who worked in a nursing-related capacity.

At a Glance:

Not in VA Workforce

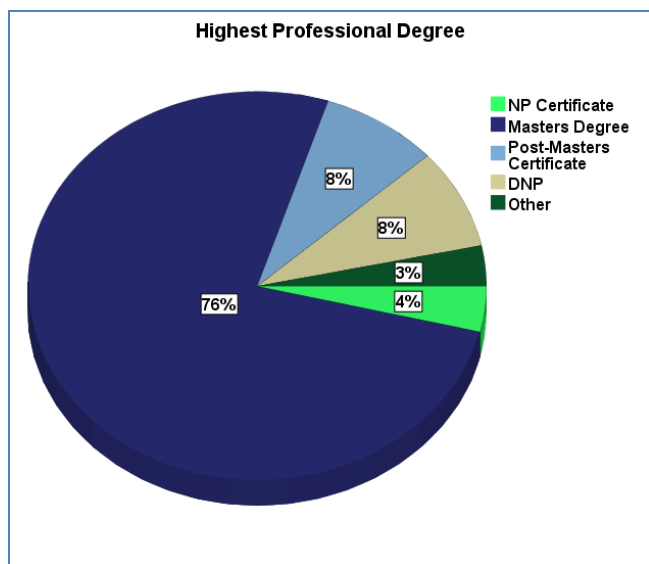
Total:	1,892
% of Licensees:	18%
Federal/Military:	21%
Va. Border State/DC:	30%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Highest Degree		
Degree	#	%
NP Certificate	296	4%
Master's Degree	5,988	76%
Post-Masters Cert.	653	8%
Doctorate of NP	654	8%
Other Doctorate	261	3%
Post-Ph.D. Cert.	3	0%
Total	7,854	100%

Source: Va. Healthcare Workforce Data Center



More than three-quarters of all NPs hold a Master's degree as their highest professional degree. 46% of NPs carry education debt, including 66% of those under the age of 40. The median debt burden among NPs with educational debt is between \$50,000 and \$60,000.

At a Glance:

Education

Master's Degree: 76%

Post-Masters Cert.: 8%

Educational Debt

Carry debt: 46%

Under age 40 w/ debt: 66%

Median debt: \$50k-\$60k

Source: Va. Healthcare Workforce Data Center

Educational Debt				
Amount Carried	All NPs		NPs under 40	
	#	%	#	%
None	3,805	54%	820	34%
\$10,000 or less	284	4%	101	4%
\$10,000-\$19,999	300	4%	138	6%
\$20,000-\$29,999	306	4%	110	5%
\$30,000-\$39,999	260	4%	95	4%
\$40,000-\$49,999	255	4%	125	5%
\$50,000-\$59,999	256	4%	149	6%
\$60,000-\$69,999	277	4%	135	6%
\$70,000-\$79,999	201	3%	118	5%
\$80,000-\$89,999	225	3%	126	5%
\$90,000-\$99,999	134	2%	65	3%
\$100,000-\$109,999	134	2%	76	3%
\$110,000-\$119,999	96	1%	48	2%
\$120,000 or more	524	7%	292	12%
Total	7,057	100%	2,399	100%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Primary Specialty

Family Health:	27%
RN Anesthetist:	18%
Acute Care/ER:	8%

Credentials

ANCC – Family NP:	23%
AANPCP – Family NP:	18%
ANCC – Adult NP:	4%

Source: Va. Healthcare Workforce Data Center

Specialty	Primary	
	#	%
Family Health	2,080	27%
Certified Registered Nurse Anesthetist	1,409	18%
Acute Care/Emergency Room	618	8%
Pediatrics	596	8%
Adult Health	573	7%
OB/GYN - Women's Health	331	4%
Psychiatric/Mental Health	331	4%
Surgical	240	3%
Geriatrics/Gerontology	207	3%
Certified Nurse Midwife	165	3%
Neonatal Care	159	2%
Gastroenterology	111	2%
Occupational/Industrial Health	37	1%
Pain Management	32	0%
Other	951	9%
Total	7,839	100%

Source: Va. Healthcare Workforce Data Center

Credentials		
Credential	#	%
ANCC: Family NP	2,082	23%
AANPCP: Family NP	1,631	18%
ANCC: Adult NP	334	4%
ANCC: Acute Care NP	317	4%
NCC: Women's Health Care NP	277	3%
ANCC: Adult-Gerontology Acute Care NP	203	2%
ANCC: Family Psychiatric-Mental Health NP	166	2%
NCC: Neonatal NP	164	2%
ANCC: Pediatric NP	153	2%
ANCC: Adult-Gerontology Primary Care NP	119	1%
ANCC: Adult Psychiatric-Mental Health NP	112	1%
AANPCP: Adult-Gerontology Primary Care NP (A-GNP-C)	105	1%
AANPCP: Adult NP	95	1%
All Other Credentials	68	1%
At Least One Credential	5,545	68%

Source: Va. Healthcare Workforce Data Center

Over a quarter of all NPs had a primary specialty in family health, while another 18% had a primary specialty as a Certified RN Anesthetist. 68% of all NPs also held at least one credential. ANCC: Family NP was the most common credential held by Virginia's NP workforce.

At a Glance:

Employment

Employed in Profession: 96%

Involuntarily Unemployed: <1%

Positions Held

1 Full-time: 65%

2 or More Positions: 18%

Weekly Hours:

40 to 49: 49%

60 or more: 6%

Less than 30: 12%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Current Work Status

Status	#	%
Employed, capacity unknown	0	0%
Employed in a nursing- related capacity	7,617	96%
Employed, NOT in a nursing-related capacity	29	<1%
Not working, reason unknown	0	0%
Involuntarily unemployed	16	<1%
Voluntarily unemployed	194	2%
Retired	66	1%
Total	7,922	100%

Source: Va. Healthcare Workforce Data Center

96% of NPs are currently employed in their profession. 65% of NPs hold one full-time job, while 18% currently have multiple jobs. Nearly half of all NPs work between 40 and 49 hours per week, while just 6% work at least 60 hours per week.

Current Weekly Hours

Hours	#	%
0 hours	210	3%
1 to 9 hours	101	1%
10 to 19 hours	260	3%
20 to 29 hours	525	7%
30 to 39 hours	1,422	19%
40 to 49 hours	3,759	49%
50 to 59 hours	904	12%
60 to 69 hours	324	4%
70 to 79 hours	94	1%
80 or more hours	76	1%
Total	7,676	100%

Source: Va. Healthcare Workforce Data Center

Current Positions

Positions	#	%
No Positions	210	3%
One Part-Time Position	1,137	15%
Two Part-Time Positions	243	3%
One Full-Time Position	5,006	65%
One Full-Time Position & One Part-Time Position	1,003	13%
Two Full-Time Positions	11	0%
More than Two Positions	145	2%
Total	7,755	100%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Income		
Hourly Wage	#	%
Volunteer Work Only	48	1%
Less than \$40,000	262	3%
\$40,000-\$49,999	109	2%
\$50,000-\$59,999	174	3%
\$60,000-\$69,999	201	3%
\$70,000-\$79,999	375	6%
\$80,000-\$89,999	670	11%
\$90,000-\$99,999	1,002	16%
\$100,000-\$109,999	880	14%
\$110,000-\$119,999	626	10%
\$120,000 or more	1,839	30%
Total	6,186	100%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Earnings

Median Income: \$100k-\$110k

Benefits

Retirement: 76%

Health Insurance: 66%

Satisfaction

Satisfied: 95%

Very Satisfied: 66%

Source: Va. Healthcare Workforce Data Center

Job Satisfaction		
Level	#	%
Very Satisfied	5,077	66%
Somewhat Satisfied	2,276	29%
Somewhat Dissatisfied	299	4%
Very Dissatisfied	73	1%
Total	7,725	100%

Source: Va. Healthcare Workforce Data Center

The typical NP had an annual income of between \$100,000 and \$110,000. Among NPs who received either a wage or salary as compensation at the primary work location, 76% also had access to a retirement plan and 66% received health insurance.

Employer-Sponsored Benefits*			
Benefit	#	%	% of Wage/Salary Employees
Signing/Retention Bonus	1,052	14%	16%
Dental Insurance	4,550	60%	65%
Health Insurance	4,701	62%	66%
Paid Leave	5,172	68%	73%
Group Life Insurance	3,875	51%	55%
Retirement	5,335	70%	76%
Receive at least one benefit	6,044	79%	85%

*From any employer at time of survey.

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Employment Instability in Past Year		
In the past year did you . . . ?	#	%
Experience Involuntary Unemployment?	125	1%
Experience Voluntary Unemployment?	383	4%
Work Part-time or temporary positions, but would have preferred a full-time/permanent position?	172	2%
Work two or more positions at the same time?	1,634	18%
Switch employers or practices?	857	10%
Experienced at least 1	2,673	30%

Source: Va. Healthcare Workforce Data Center

Only 1% of Virginia's NPs experienced involuntary unemployment at some point in the prior year. By comparison, Virginia's average monthly unemployment rate was 3.2% during the same period.¹

Location Tenure				
Tenure	Primary		Secondary	
	#	%	#	%
Not Currently Working at this Location	123	2%	109	6%
Less than 6 Months	733	10%	194	10%
6 Months to 1 Year	762	10%	237	13%
1 to 2 Years	1,760	23%	354	19%
3 to 5 Years	1,610	21%	441	24%
6 to 10 Years	1,051	14%	273	15%
More than 10 Years	1,516	20%	245	13%
Subtotal	7,556	100%	1,852	100%
Did not have location	192		6,972	
Item Missing	1,130		55	
Total	8,879		8,879	

Source: Va. Healthcare Workforce Data Center

70% of NPs receive a salary at their primary work location, while 26% receive an hourly wage.

At a Glance:

Unemployment Experience

Involuntarily Unemployed: 1%
Underemployed: 4%

Turnover & Tenure

Switched Jobs: 10%
New Location: 25%
Over 2 years: 55%
Over 2 yrs, 2nd location: 52%

Employment Type

Salary: 70%
Hourly Wage: 26%

Source: Va. Healthcare Workforce Data Center

55% of NPs have worked at their primary location for more than 2 years—the job tenure normally required to get a conventional mortgage loan.

Employment Type		
Primary Work Site	#	%
Salary/ Commission	4,192	70%
Hourly Wage	1,532	26%
By Contract	234	4%
Business/ Practice Income	0	0%
Unpaid	44	1%
Subtotal	6,001	100%
Missing location	192	
Item missing	2,545	

Source: Va. Healthcare Workforce Data Center

¹ As reported by the US Bureau of Labor Statistics. The non-seasonally adjusted monthly unemployment rate ranged from 3.4% in October 2017 to 3.1% in August 2018. At the time of publication, the unemployment rate for August 2018 was still preliminary, while the unemployment rate for September 2018 had still not been reported.

At a Glance:

Concentration

Top Region:	27%
Top 3 Regions:	73%
Lowest Region:	1%

Locations

2 or more (Past Year):	25%
2 or more (Now*):	23%

Source: Va. Healthcare Workforce Data Center

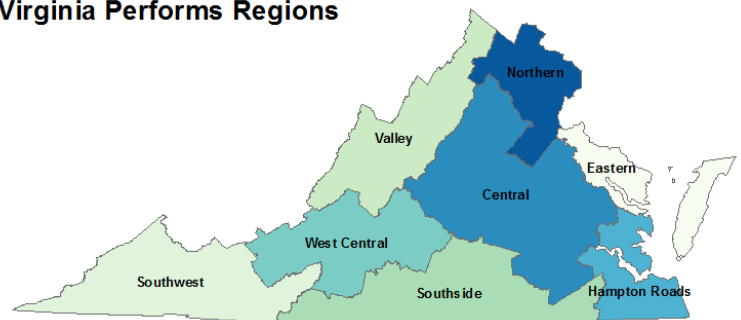
Central Virginia is the COVF region that has the largest number of NPs in the state, while Eastern Virginia has the fewest number of NPs in Virginia.

A Closer Look:

Regional Distribution of Work Locations				
Virginia Performs Region	Primary Location		Secondary Location	
	#	%	#	%
Central	2,021	27%	371	20%
Eastern	91	1%	14	1%
Hampton Roads	1,517	20%	371	20%
Northern	1,928	26%	448	24%
Southside	230	3%	71	4%
Southwest	414	6%	102	5%
Valley	428	6%	104	6%
West Central	763	10%	190	10%
Virginia Border State/DC	80	1%	48	3%
Other US State	47	1%	149	8%
Outside of the US	2	0%	3	0%
Total	7,521	100%	1,871	100%
Item Missing	1,166		37	

Source: Va. Healthcare Workforce Data Center

Virginia Performs Regions



73% of all NPs had just one work location during the past year, while 25% of NPs had multiple work locations.

Number of Work Locations				
Locations	Work Locations in Past Year		Work Locations Now*	
	#	%	#	%
0	189	2%	273	4%
1	5,632	73%	5,685	74%
2	1,060	14%	1,028	13%
3	609	8%	578	7%
4	116	1%	74	1%
5	48	1%	35	0%
6 or More	72	1%	53	1%
Total	7,726	100%	7,726	100%

*At the time of survey completion (Oct. 2017 - Sept. 2018, birth month of respondent).

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Location Sector				
Sector	Primary Location		Secondary Location	
	#	%	#	%
For-Profit	3,721	52%	1,107	62%
Non-Profit	2,385	33%	489	27%
State/Local Government	594	8%	147	8%
Veterans Administration	162	2%	10	1%
U.S. Military	191	3%	19	1%
Other Federal Government	83	1%	8	0%
Total	7,136	100%	1,780	100%
Did not have location	192		6,972	
Item Missing	1,552		126	

Source: Va. Healthcare Workforce Data Center

More than 80% of all NPs work in the private sector, including 52% in for-profit establishments. Meanwhile, 8% of NPs work for state or local governments, and 6% work for the federal government.

Electronic Health Records (EHRs) and Telehealth		
	#	%
Meaningful use of EHRs	2,574	29%
Remote Health, Caring for Patients in Virginia	600	7%
Remote Health, Caring for Patients Outside of Virginia	175	2%
Use at least one	2,891	33%

Source: Va. Healthcare Workforce Data Center

At a Glance: (Primary Locations)

Sector

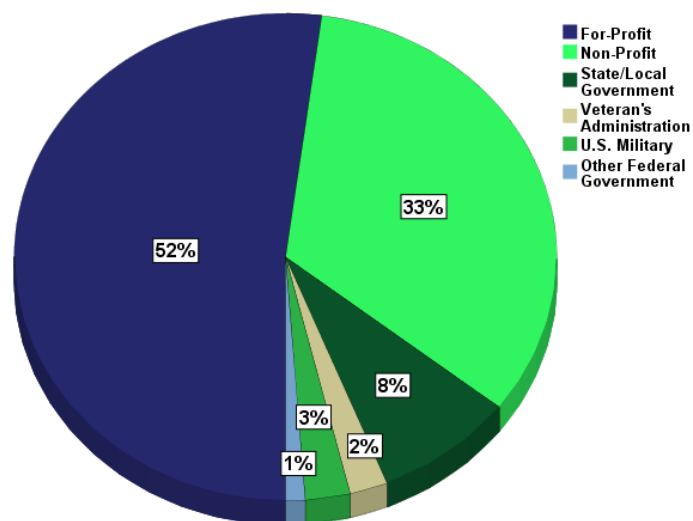
For Profit: 52%
Federal: 6%

Top Establishments

Hospital, Inpatient: 20%
Clinic, Primary Care: 17%
Private practice (Group): 9%

Source: Va. Healthcare Workforce Data Center

Sector, Primary Work Site



Source: Va. Healthcare Workforce Data Center

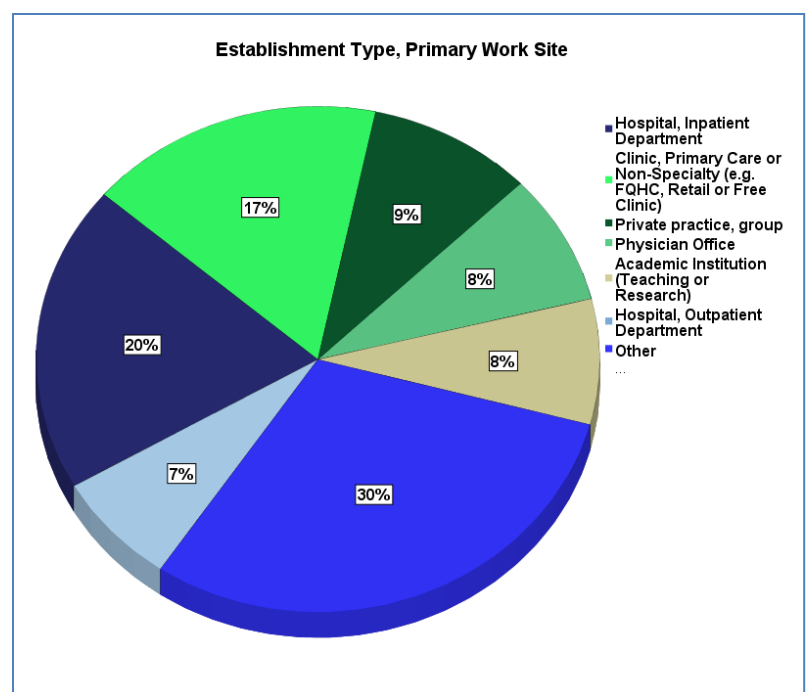
Close to a third of the state NP workforce use EHRs. 7% also provide remote health care for Virginia patients.

Establishment Type	Location Type			
	Primary Location		Secondary Location	
	#	%	#	%
Hospital, Inpatient Department	1,343	20%	291	17%
Clinic, Primary Care or Non-Specialty	1,164	17%	234	13%
Private practice, group	649	9%	101	6%
Physician Office	573	8%	78	4%
Academic Institution (Teaching or Research)	548	8%	149	9%
Hospital, Outpatient Department	477	7%	86	5%
Ambulatory/Outpatient Surgical Unit	332	5%	170	10%
Hospital, Emergency Department	219	3%	105	6%
Clinic, Non-Surgical Specialty	205	3%	31	2%
Private practice, solo	154	2%	30	2%
Mental Health, or Substance Abuse, Outpatient Center	144	2%	35	2%
Long Term Care Facility, Nursing Home	129	2%	48	3%
School (providing care to students)	66	1%	21	1%
Other Practice Setting	842	12%	369	21%
Total	6,845	100%	1,748	100%
Did Not Have a Location	192		6,972	

Source: Va. Healthcare Workforce Data Center

The single largest employer of Virginia's NPs is the inpatient department of hospitals, where 20% of all NPs have their primary work location. Primary care/non-specialty clinics, group private practices, physicians' offices, and academic institutions were also common primary establishment types for Virginia's NP workforce.

Among those NPs who also have a secondary work location, 17% work at the inpatient department of a hospital and 13% work in a primary care/non-specialty clinic.



Source: Va. Healthcare Workforce Data Center

At a Glance: (Primary Locations)

Typical Time Allocation

Patient Care:	90%-99%
Administration:	1%-9%
Education:	1%-9%

Roles

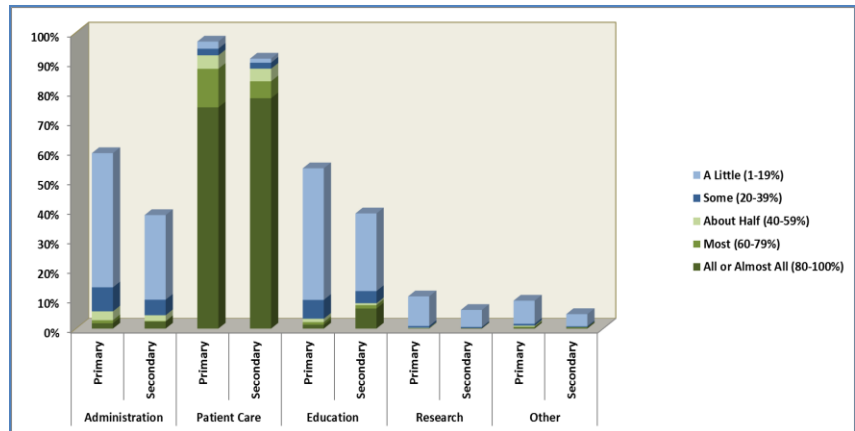
Patient Care:	88%
Administration:	3%
Education:	2%

Patient Care NPs

Median Admin Time:	1%-9%
Ave. Admin Time:	1%-9%

Source: Va. Healthcare Workforce Data Center

A Closer Look:



Source: Va. Healthcare Workforce Data Center

A typical NP spends most of her time on patient care activities, with most of the remaining time split between administrative and educational tasks. 88% of all NPs fill a patient care role, defined as spending 60% or more of their time on patient care activities.

Time Allocation										
Time Spent	Admin.		Patient Care		Education		Research		Other	
	Prim. Site	Sec. Site	Prim. Site	Sec. Site	Prim. Site	Sec. Site	Prim. Site	Sec. Site	Prim. Site	Sec. Site
All or Almost All (80-100%)	2%	2%	75%	78%	1%	7%	0%	0%	0%	0%
Most (60-79%)	1%	0%	13%	6%	1%	1%	0%	0%	0%	0%
About Half (40-59%)	3%	2%	5%	4%	1%	1%	0%	0%	0%	0%
Some (20-39%)	8%	5%	2%	2%	6%	4%	1%	0%	1%	0%
A Little (1-20%)	45%	29%	2%	1%	44%	26%	10%	6%	8%	4%
None (0%)	41%	62%	3%	9%	46%	61%	89%	94%	91%	95%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Retirement Expectations				
Expected Retirement Age	All NPs		NPs over 50	
	#	%	#	%
Under age 50	87	1%	0	0%
50 to 54	147	2%	12	0%
55 to 59	591	9%	95	4%
60 to 64	1,582	24%	520	20%
65 to 69	2,694	40%	1,234	46%
70 to 74	937	14%	501	19%
75 to 79	190	3%	104	4%
80 or over	78	1%	39	1%
I do not intend to retire	361	5%	154	6%
Total	6,667	100%	2,659	100%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Retirement Expectations

All NPs

Under 65:	36%
Under 60:	12%

NPs 50 and over

Under 65:	24%
Under 60:	4%

Time until Retirement

Within 2 years:	6%
Within 10 years:	22%
Half the workforce:	By 2043

Source: Va. Healthcare Workforce Data Center

36% of NPs expect to retire by the age of 65, while 24% of NPs who are age 50 or over expect to retire by the same age. Meanwhile, 40% of all NPs expect to retire in their late 60s, and 23% of all NPs expect to work until at least age 70, including 5% who do not expect to retire at all.

Within the next two years, only 4% of Virginia's NPs plan on leaving either the profession or the state. Meanwhile, 8% of NPs plan on increasing patient care hours, and 11% plan on pursuing additional educational opportunities.

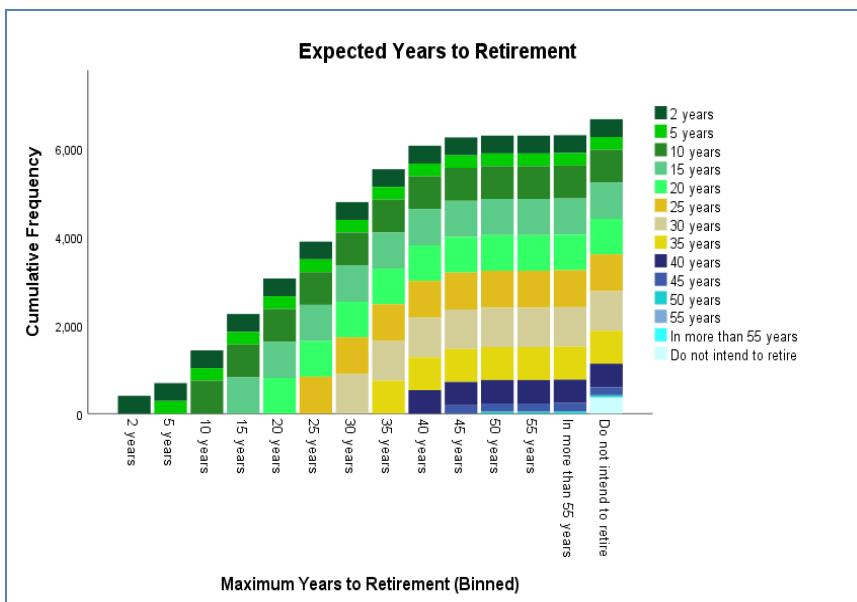
Future Plans		
2 Year Plans:	#	%
Decrease Participation		
Leave Profession	77	1%
Leave Virginia	292	3%
Decrease Patient Care Hours	766	9%
Decrease Teaching Hours	91	1%
Increase Participation		
Increase Patient Care Hours	739	8%
Increase Teaching Hours	1,045	12%
Pursue Additional Education	1,012	11%
Return to Virginia's Workforce	50	1%

Source: Va. Healthcare Workforce Data Center

By comparing retirement expectation to age, we can estimate the maximum years to retirement for NPs. 6% of NPs expect to retire in the next two years, while 22% expect to retire in the next 10 years. More than half of the current NP workforce expects to retire by 2043.

Time to Retirement			
Expect to retire within. . .	#	%	Cumulative %
2 years	404	6%	6%
5 years	287	4%	10%
10 years	743	11%	22%
15 years	820	12%	34%
20 years	805	12%	46%
25 years	836	13%	58%
30 years	894	13%	72%
35 years	747	11%	83%
40 years	530	8%	91%
45 years	187	3%	94%
50 years	42	1%	94%
55 years	0	0%	94%
In more than 55 years	10	0%	95%
Do not intend to retire	361	5%	100%
Total	6,666	100%	

Source: Va. Healthcare Workforce Data Center



Source: Va. Healthcare Workforce Data Center

Using these estimates, retirements will begin to reach over 10% of the current workforce every 5 years by 2028. Retirements will peak at 13% of the current workforce around 2043 before declining to under 10% of the current workforce again around 2058.

At a Glance:

FTEs

Total: 7,912
FTEs/1,000 Residents: 0.94
Average: 0.91

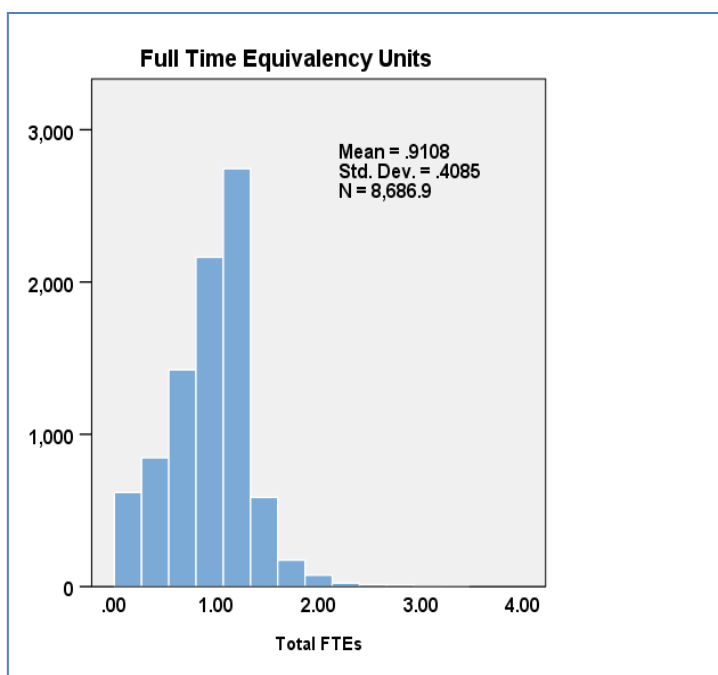
Age & Gender Effect

Age, Partial Eta²: Negligible
Gender, Partial Eta²: Negligible

Partial Eta² Explained:
Partial Eta² is a statistical
measure of effect size.

Source: Va. Healthcare Workforce Data Center

A Closer Look:

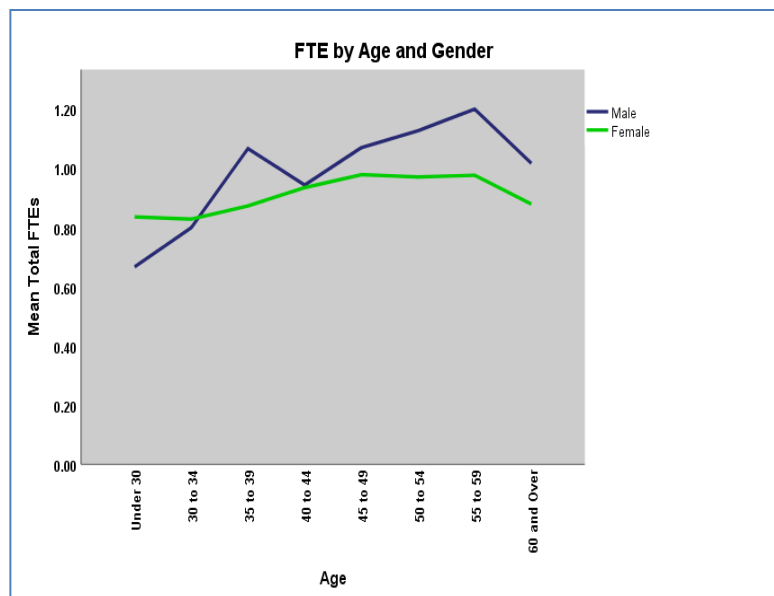


Source: Va. Healthcare Workforce Data Center

The typical (median) NP provided 0.97 FTEs, or approximately 39 hours per week for 52 weeks. Although FTEs appear to vary by age and gender, statistical tests did not verify a difference exists.²

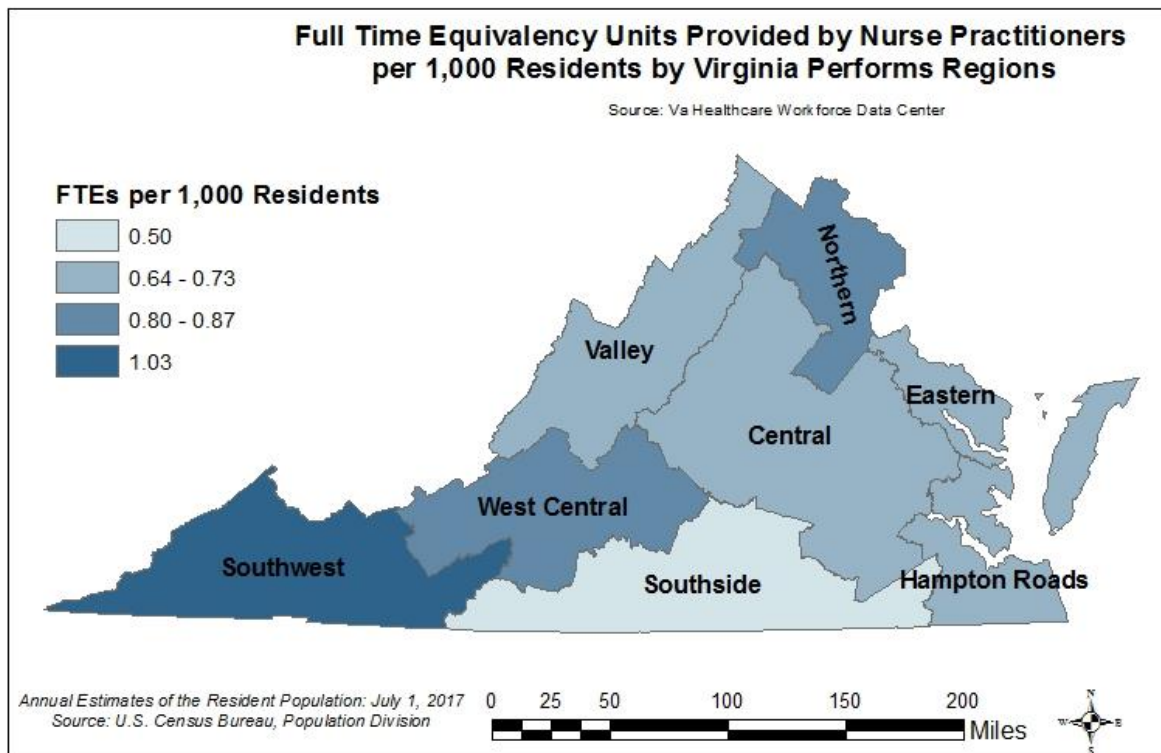
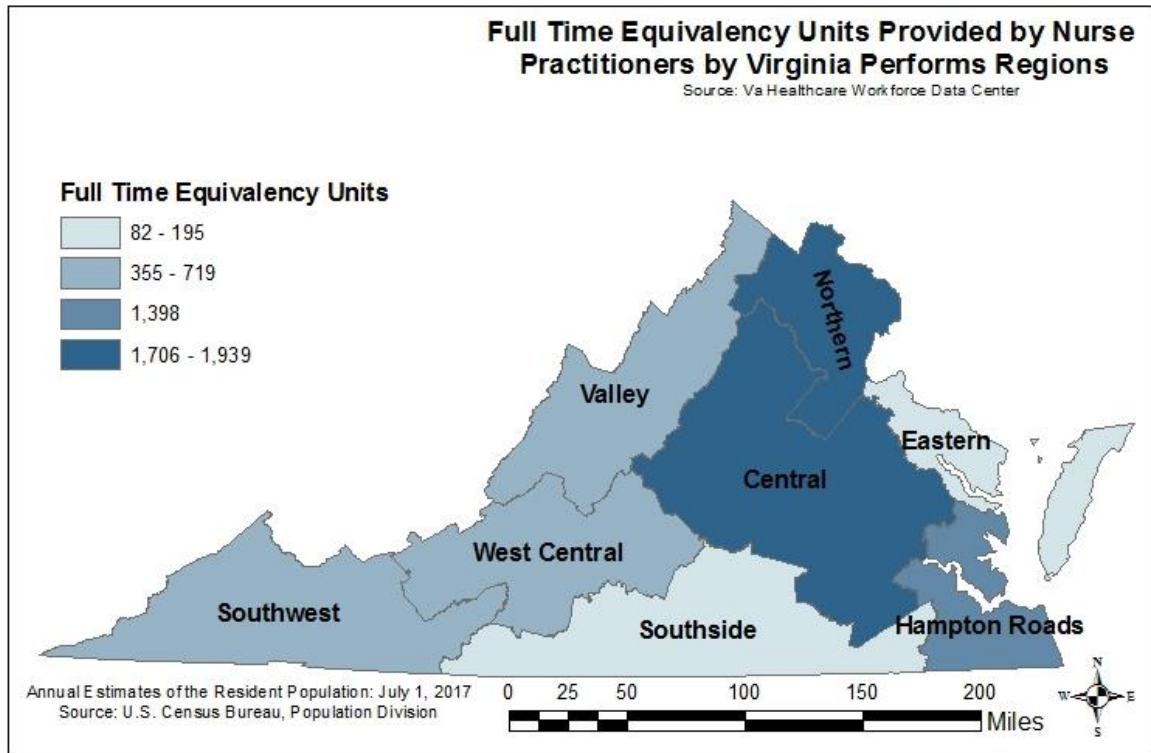
Full-Time Equivalency Units		
Age	Average Age	Median
Under 30	0.81	0.90
30 to 34	0.80	0.88
35 to 39	0.92	1.06
40 to 44	0.93	0.91
45 to 49	1.01	1.09
50 to 54	1.00	1.02
55 to 59	0.94	0.91
60 and Over	0.87	0.88
Gender		
Male	1.02	1.08
Female	0.91	0.96

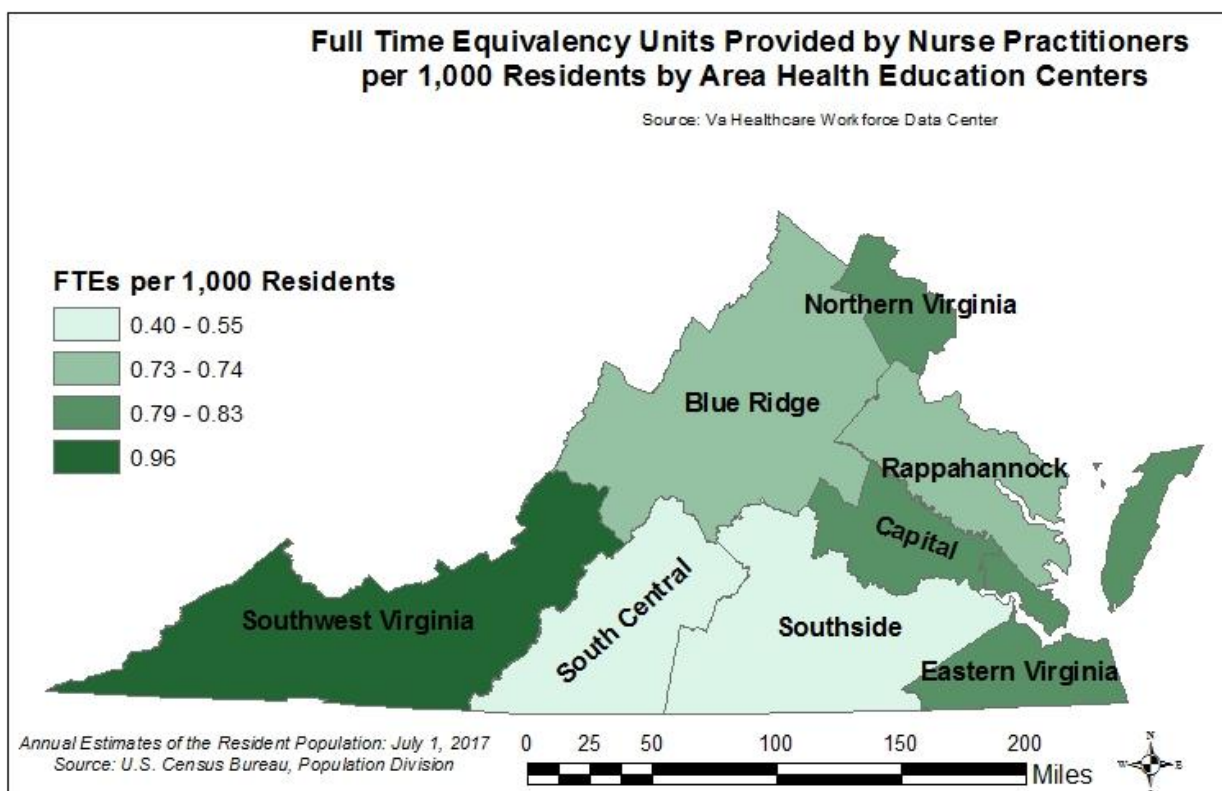
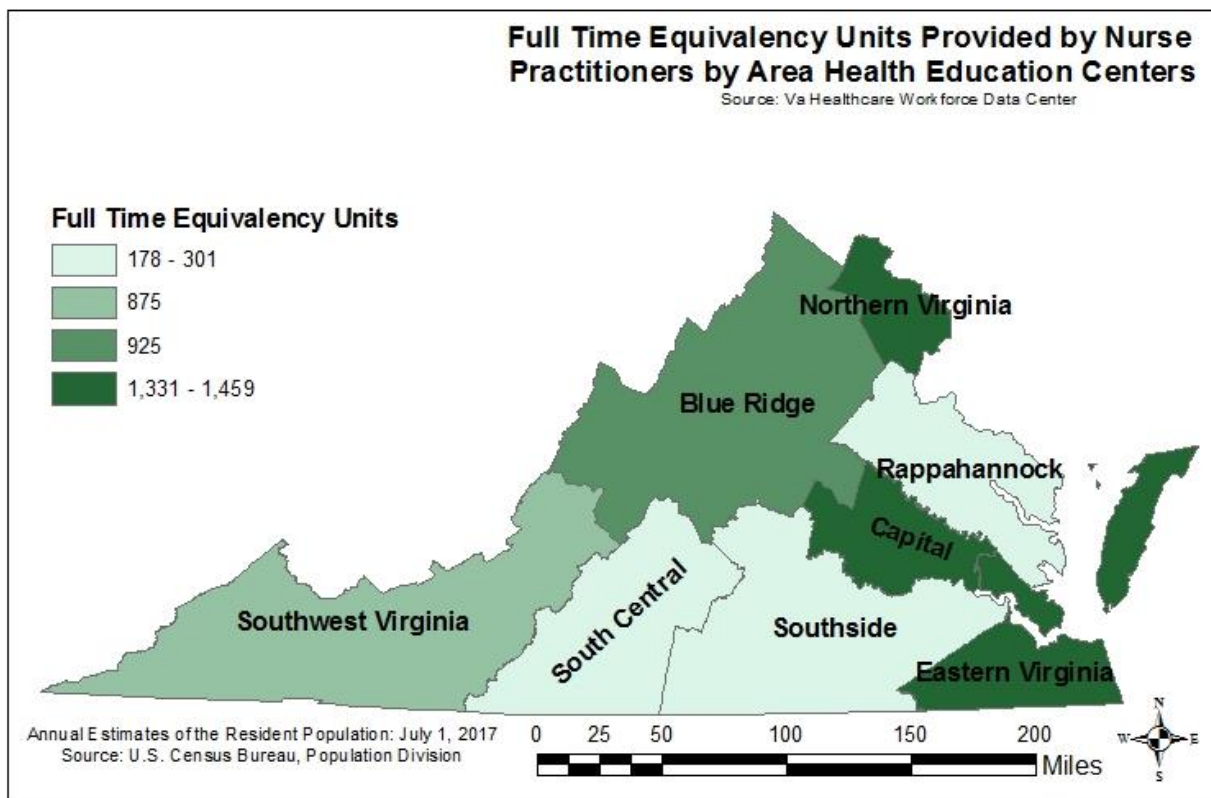
Source: Va. Healthcare Workforce Data Center



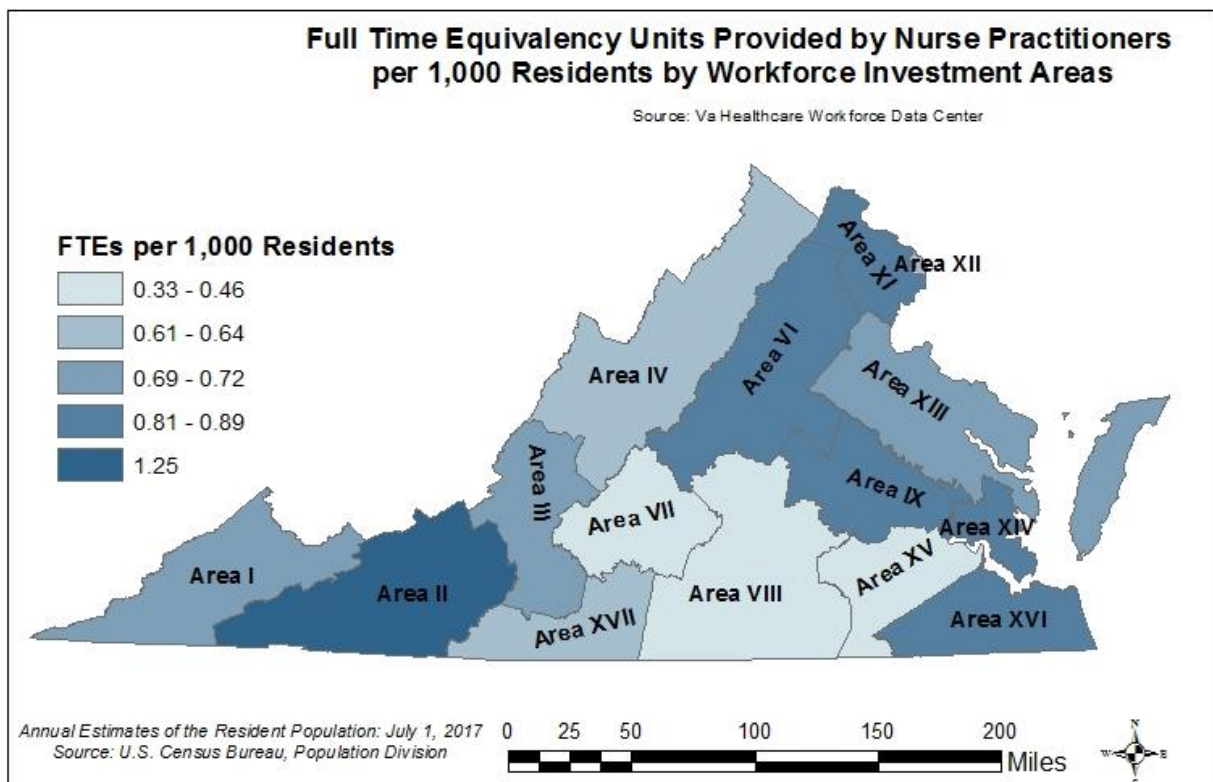
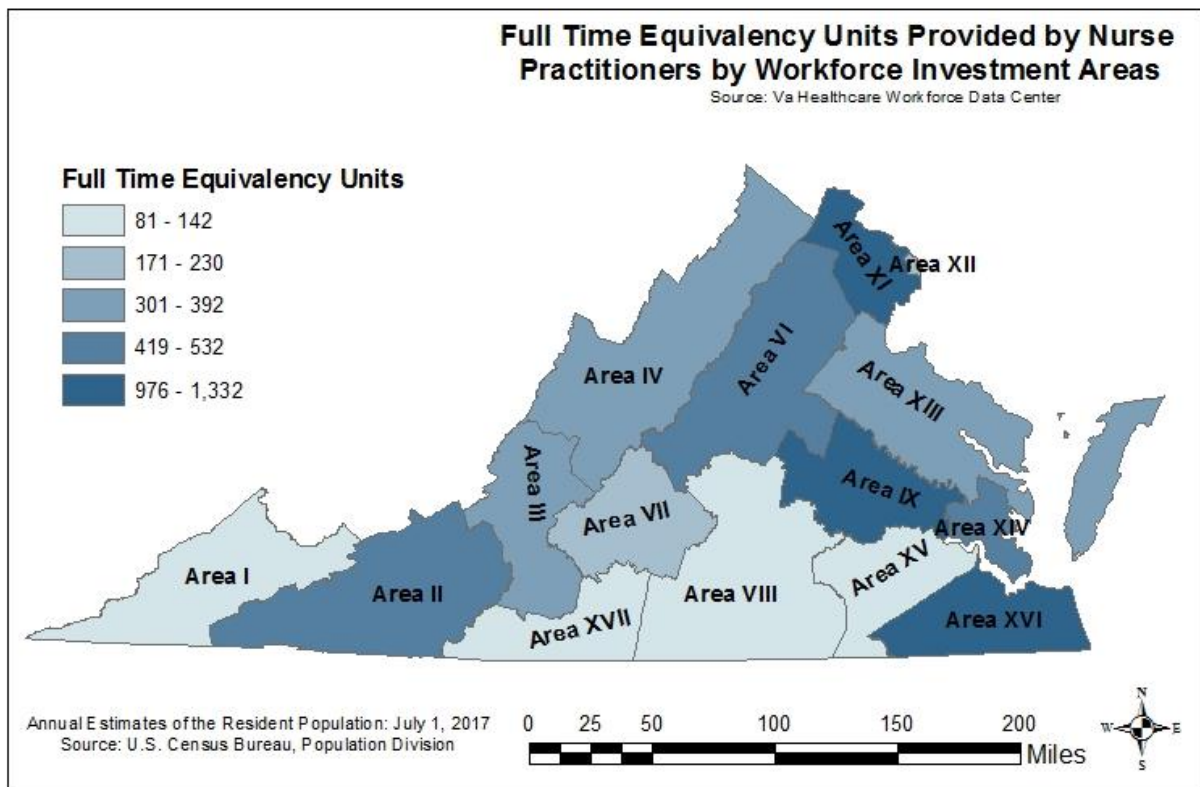
Source: Va. Healthcare Workforce Data Center

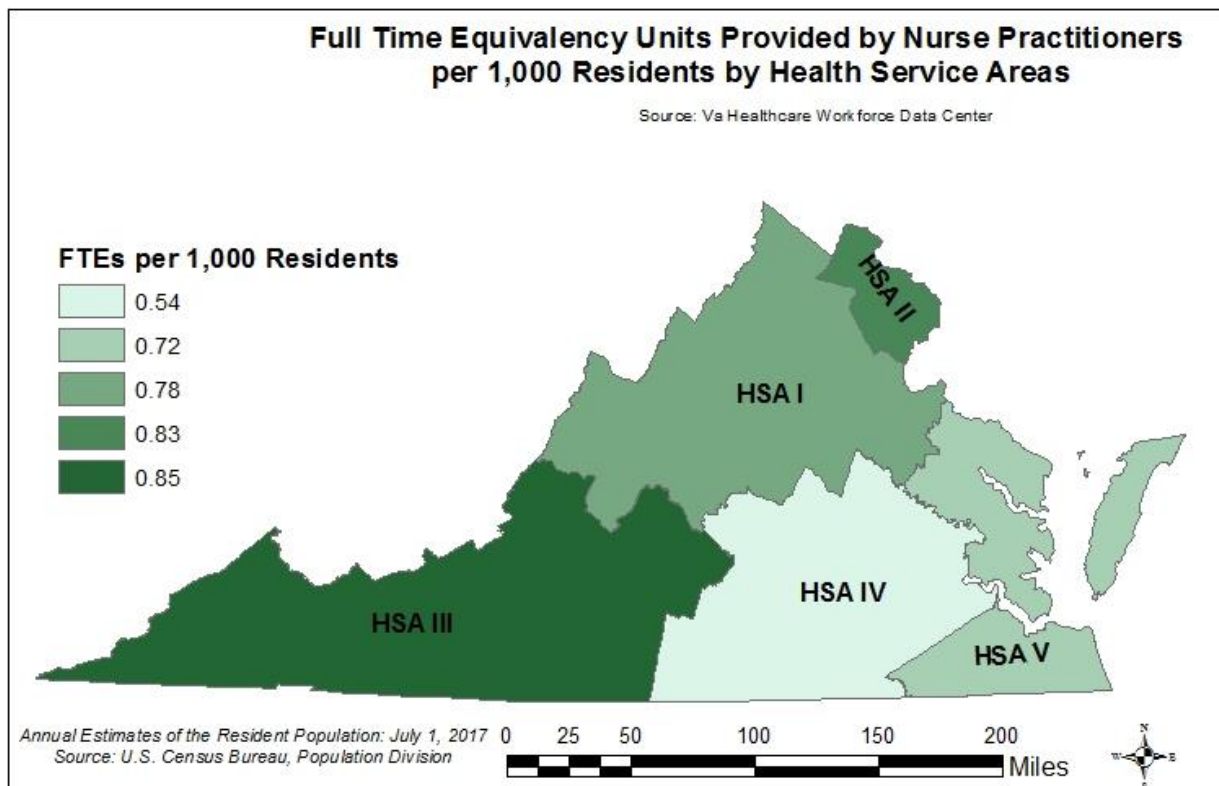
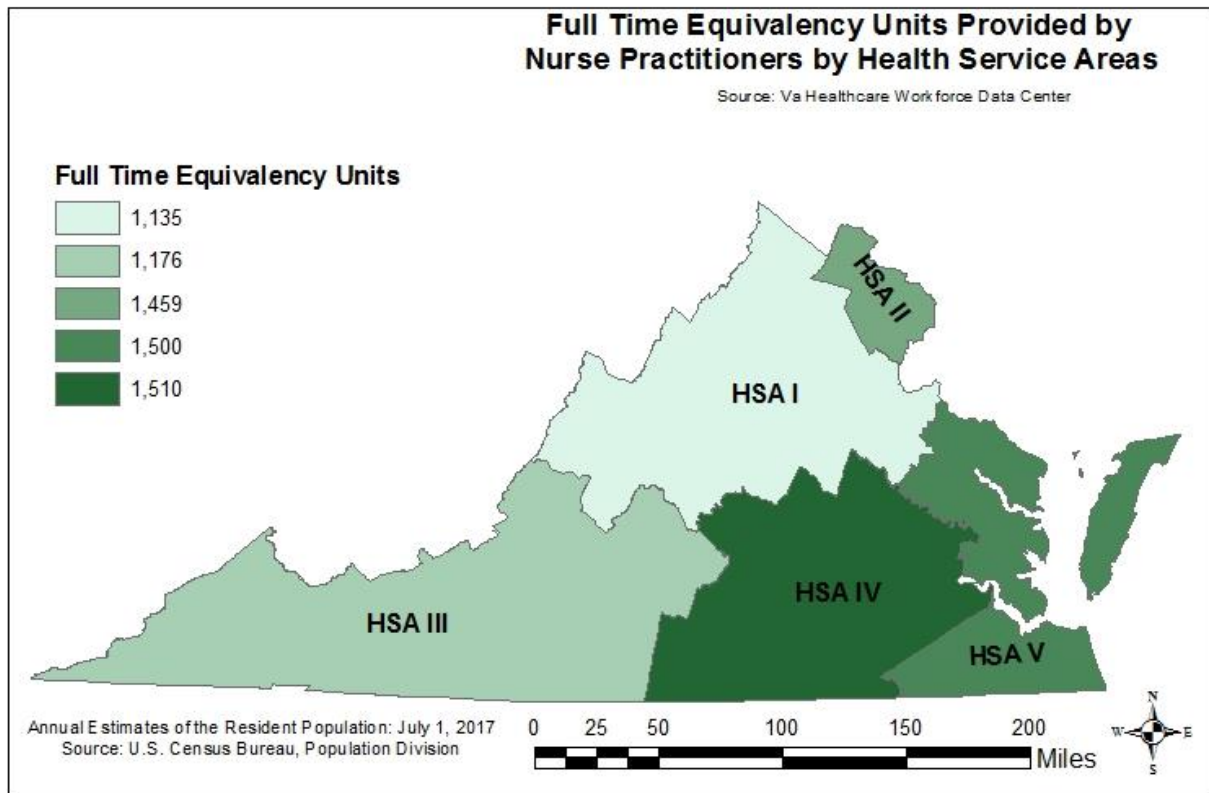
² Due to assumption violations in Mixed between-within ANOVA (Levene's Test and Interaction effect are significant)

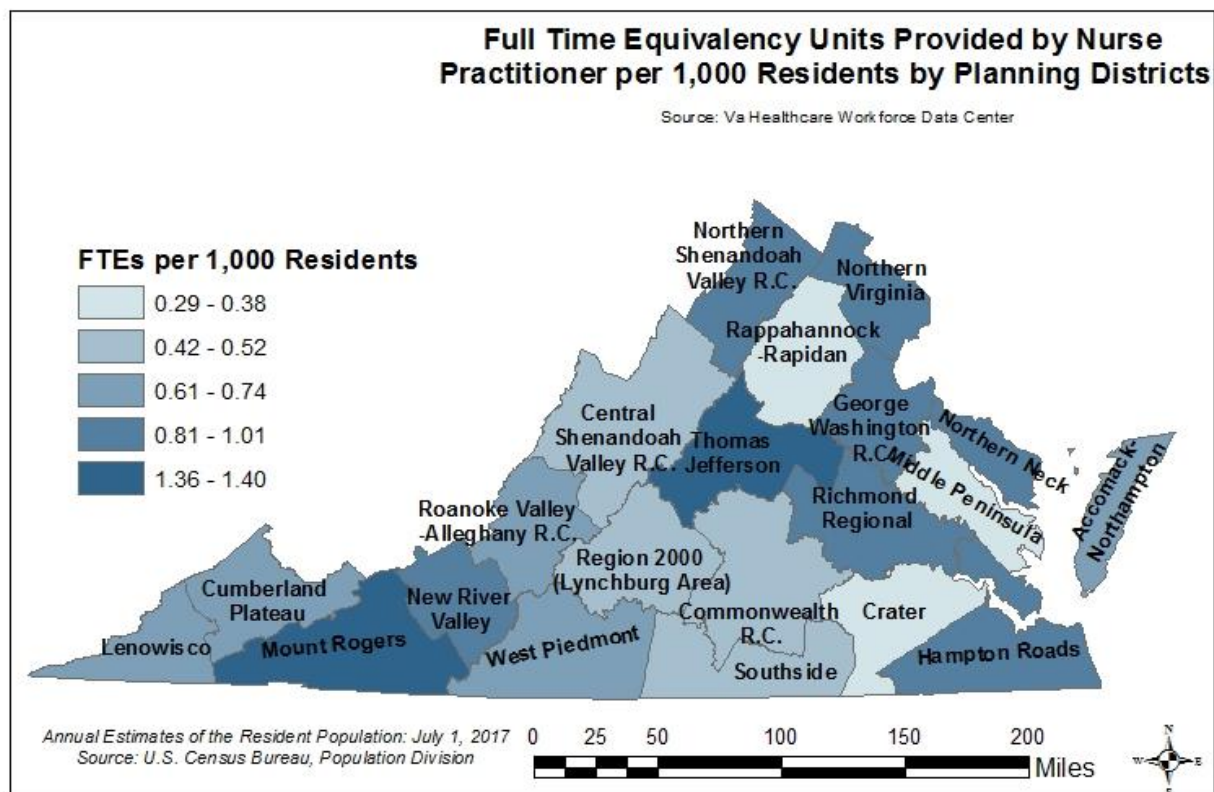
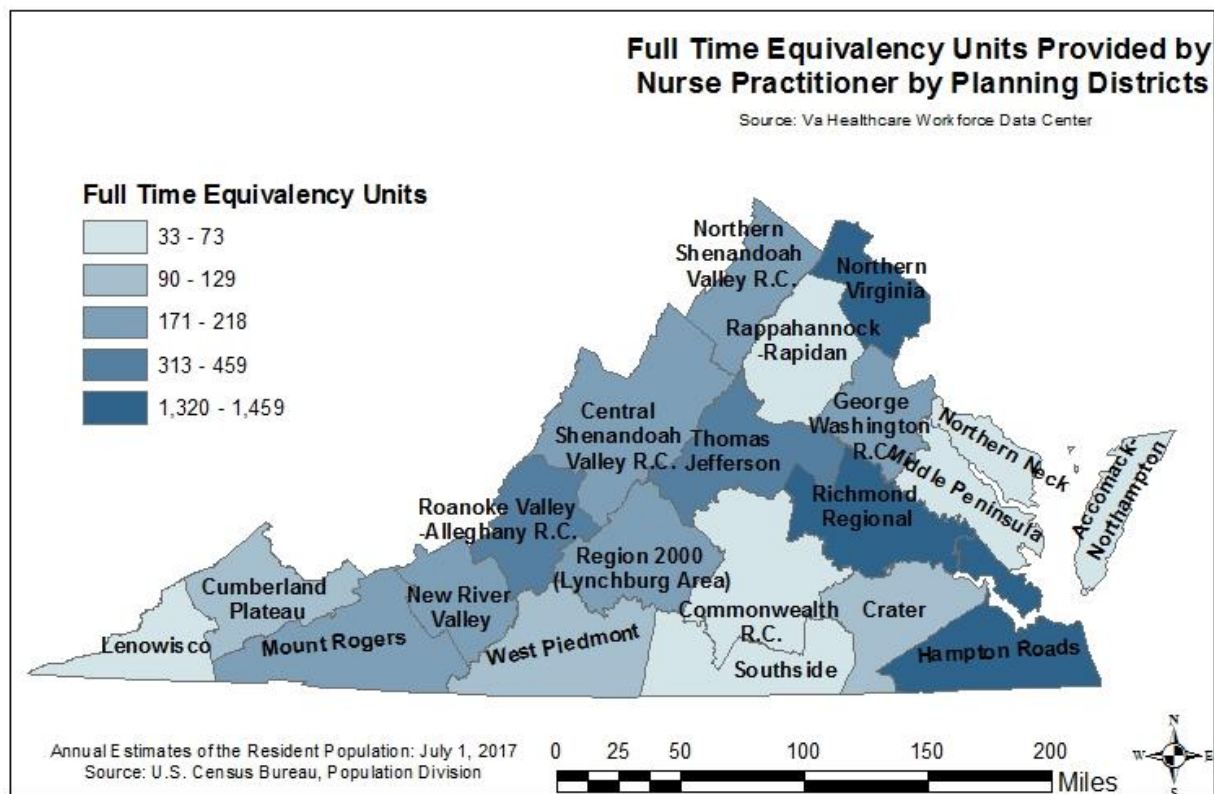




Workforce Investment Areas







Appendices

Appendix A: Weights

Rural Status	Location Weight			Total Weight	
	#	Rate	Weight	Min	Max
Metro, 1 million+	5,793	31.95%	3.1297	2.3958	4.8452
Metro, 250,000 to 1 million	716	29.19%	3.4258	2.6225	5.3037
Metro, 250,000 or less	965	33.78%	2.9601	2.2660	4.5827
Urban pop 20,000+, Metro adj	135	37.78%	2.6471	2.0263	4.0980
Urban pop 20,000+, nonadj	0	NA	NA	NA	NA
Urban pop, 2,500-19,999, Metro adj	264	28.79%	3.4737	2.6591	5.3778
Urban pop, 2,500-19,999, nonadj	255	33.33%	3.0000	2.2965	4.6444
Rural, Metro adj	171	33.92%	2.9483	2.2569	4.5644
Rural, nonadj	86	44.19%	2.2632	1.7325	2.8199
Virginia border state/DC	1,257	8.35%	11.9714	9.1642	18.5335
Other US State	1,130	16.90%	5.9162	4.5289	9.1592

Source: Va. Healthcare Workforce Data Center

Age	Age Weight			Total Weight	
	#	Rate	Weight	Min	Max
Under 30	396	17.93%	5.5775	4.0980	18.5335
30 to 34	1,550	29.87%	3.3477	2.1030	11.1243
35 to 39	1,616	22.28%	4.4889	2.8199	14.9163
40 to 44	1,431	31.03%	3.2230	2.0246	10.7097
45 to 49	1,409	23.78%	4.2060	2.6421	13.9761
50 to 54	1,139	36.26%	2.7579	1.7325	9.1642
55 to 59	1,160	24.74%	4.0418	2.5390	13.4306
60 and Over	2,071	29.79%	3.3566	2.1086	11.1536

Source: Va. Healthcare Workforce Data Center

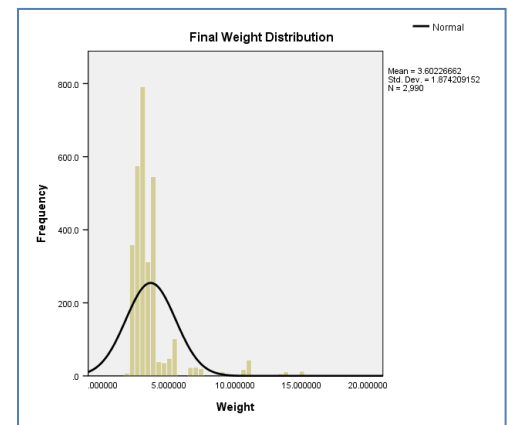
See the Methods section on the HWDC website for details on HWDC Methods:

www.dhp.virginia.gov/hwdc/

Final weights are calculated by multiplying the two weights and the overall response rate:

$$\text{Age Weight} \times \text{Rural Weight} \times \text{Response Rate} = \text{Final Weight.}$$

Overall Response Rate: 0.27757



Source: Va. Healthcare Workforce Data Center